

Lampiran 1. Penjelasan Tentang Penelitian

***INFORMED CONCENT***

**PENGARUH KOMPENSASI, LINGKUNGAN KERJA DAN KOMITMEN  
ORGANISASI TERHADAP KINERJA TENAGA KESEHATAN  
NON PNS DI RS KANKER DHARMAIS**

Kepada Yth.

Bapak/Ibu/Saudara/i di RS Kanker Dharmais

Di Jakarta

Dengan Hormat

Bersama ini saya :

Nama : Riska Anjla Harahap

NIM :

Peneliti merupakan Mahasiswi program studi Magister Administrasi Rumah Sakit Fakultas Ilmu Kesehatan Universitas Esa Unggul, bermaksud mengadakan penelitian untuk mengetahui “Pengaruh Kompensasi, Lingkungan Kerja dan Komitmen Organisasi Terhadap Kinerja Tenaga Kesehatan Non PNS di RS Kanker Dharmais”.

Untuk itu, peneliti meminta kesediaan saudara secara sukarela untuk dapat berpartisipasi sebagai responden dalam penelitian ini. Sebagai responden saudara berhak untuk menentukan sikap dan keputusan untuk tetap berpartisipasi dalam penelitian ini atau mengundurkan diri karena alasan tertentu.

Penelitian ini tidak menimbulkan akibat yang merugikan saudara sebagai responden. Informasi yang diberikan akan dijaga kerahasiannya dan hanya digunakan untuk kepentingan penelitian. Oleh karena itu saya mohon kesediaan saudara untuk menjawab kuesioner ini dengan sejujur – jujurnya dan memberikan penilaian yang objektif sesuai fakta yang ada.

Hasil penelitian ini nantinya akan direkomendasikan sebagai masukan untuk beberapa pihak seperti rumah sakit tempat peneliti melakukan penelitian,

sehingga diharapkan adanya perubahan kearah yang lebih baik. Peneliti menjamin bahwa penelitian ini tidak akan menimbulkan dampak negatif bagi siapapun.

Peneliti berjanji akan menjunjung tinggi hak-hak responden dengan cara :

- 1) Menjaga kerahasiaan data yang diperoleh, baik dalam proses pengumpulan data, pengolahan data, maupun penyajian hasil penelitian nantinya.
- 2) Menghargai keinginan responden untuk tidak berpartisipasi dalam penelitian ini.

Melalui penjelasan singkat ini, peneliti sangat mengharapkan respon saudara untuk ikut berpartisipasi dalam penelitian ini. Atas kesediaan dan kerjasama saudara, peneliti mengucapkan terima kasih.

Hormat saya,

Riska Anjla Harahap

Universitas  
**Esa Unggul**

## Lampiran 2. Lembar Persetujuan Responden

### **LEMBAR PERSETUJUAN**

Setelah membaca penjelasan penelitian ini dan mendapatkan jawaban atas pertanyaan yang saya ajukan, maka saya mengetahui manfaat dan tujuan penelitian ini, saya mengerti bahwa peneliti menghargai dan menjunjung tinggi hak-hak saya sebagai responden. Saya mempunyai hak untuk berhenti berpartisipasi dalam penelitian ini jika suatu saat saya merasa keberatan atau ada hal yang membuat saya tidak bisa melakukannya.

Saya menyadari bahwa penelitian ini tidak akan berdampak negatif bagi saya. Saya mengerti bahwa keikutsertaan saya dalam penelitian ini sangat besar manfaatnya bagi peningkatan pengetahuan saya sebagai tenaga kesehatan mengenai kinerja. Persetujuan yang saya tanda tangani menyatakan bahwa saya bersedia berpartisipasi dalam penelitian ini.

Medan, Desember 2022

Responden,

Tanda tangan

### Lampiran 3 Pertanyaan Kuesioner

#### **Petunjuk Pengisian**

Silahkan Anda pilih jawaban yang menurut Anda paling sesuai dengan kondisi yang ada dengan jalan memberikan tanda (√) pada pilihan jawaban yang tersedia.

#### **A. Karakteristik Responden**

##### **a. Usia**

1. 20 – 30 Tahun
2. 31 – 40 Tahun
3. > 40 Tahun

##### **b. Jenis Kelamin**

1. Laki – Laki
2. Perempuan

**B. Kompensasi (X1)**

SS : Sangat Setuju

S : Setuju

RR : Ragu - Ragu

TS : Tidak Setuju

STS : Sangat Tidak Setuju

No	Pernyataan	<u>Jawaban</u>				
		SS	S	RR	TS	STS
1.	Gaji yang diterima dapat memenuhi kebutuhan sehari-hari					
2.	Bonus yang diterima seimbang dengan kinerja yang telah diberikan					
3.	Rumah sakit memberikan fasilitas asuransi bagi setiap pegawai					
4.	Rumah sakit menyediakan fasilitas bagi seluruh pegawai					
5.	Ada insentif diluar gaji yang diterima pegawai					
6.	Insentif diberikan sesuai dengan prestasi kerja pegawai					
7.	Tunjangan yang diberikan sesuai dengan jabatan yang ditempati pegawai					
8.	Perusahaan menyediakan fasilitas jaminan kesehatan untuk seluruh pegawai					
9.	Fasilitas rumah sakit (seragam kerja, tempat paker, kantin, tempat ibadah, peralatan kerja) lengkap dan memadai.					
10.	Gaji yang pegawai terima sesuai dengan beban tugas yang diberikan kepadanya					

**C. Lingkungan Kerja (X2)**

No	Pernyataan	Jawaban				
		SS	S	RR	TS	STS
1.	Penerangan/cahaya di tempat kerja memuaskan					
2.	Suhu ruangan di tempat kerja memuaskan					
3.	Minimnya kelembaban di tempat kerja memuaskan					
4.	Sirkulasi udara di tempat kerja memuaskan					
5.	Penataan warna di tempat kerja memuaskan					
6.	Dekorasi di tempat kerja memuaskan					
7.	Keamanan di tempat kerja memuaskan					
8.	Hubungan sesama rekan kerja sangat harmonis					
9.	Fasilitas kerja yang tersedia saat ini sudah cukup memadai untuk mendukung aktivitas kerja					
10.	Saya ikut serta menjaga kebersihan ditempat kerja					



#### **D. Komitmen Organisasi (Z)**

No	Pernyataan	Jawaban				
		SS	S	RR	TS	STS
1.	Saya tetap bekerja di tempat ini walau terdapat persoalan organisasi					
2.	Saya bangga untuk bekerja di rumah sakit ini					
3.	Saya bersedia memberikan ide atau gagasan untuk kemajuan organisasi					
4.	Saya bekerja di tempat terbaik					
5.	Saya emosi atau sakit apabila organisasi dipandang negatif					
6.	Saya merasa nyaman didalam organisasi ini					
7.	Saya merasa berat jika meninggalkan organisasi meskipun sangat ingin sekali					
8.	Saya sadar bahwa komitmen adalah hal yang harus saya lakukan					
9.	Saya berkeinginan menghabiskan sisa karir saya di organisasi ini					
10.	Saya yakin terhadap organisasi ini					

### E. Kinerja (Y)

No	Pernyataan	Jawaban			
		SS	S	RR	TS
<b>Kuantitas Pelayanan</b>					
1	Dalam penerimaan pasien petugas di RS Kanker Dharmis sudah menjalankannya dengan baik				
2	Persiapan tindakan dan alat untuk menangani pasien di RS Kanker Dharmis telah berjalan sesuai dengan SOP				
3	Pencatatan pasien telah rutin dilakukan oleh petugas kesehatan RS Kanker Dharmis				
4	Pemeriksaan pasien RS Kanker Dharmis rutin dilakukan dan sesuai dengan SOP RS Kanker Dharmis				
<b>Prilaku Kerja</b>					
5	Adanya pengawasan dari pemimpin untuk meningkatkan kinerja petugas kesehatan				
6	Petugas kesehatan non PNS menunjukkan kesediaan melakukan pekerjaan tanpa diperintah oleh atasan				
7	Petugas kesehatan non PNS mengerjakan pekerjaan yang sudah ditentukan dengan benar sampai pekerjaan itu selesai				
8	Petugas kesehatan non PNS di RS Kanker Dharmis selalu menjalankan tugasnya dengan baik				
9	Petugas kesehatan non PNS mudah bekerjasama dengan teman – teman pada bagian atau divisi yang sama atau yang lain				
10	Petugas kesehatan di RS Kanker Dharmis memiliki sikap jujur, sopan, dan juga bertanggungjawab				



**Lampiran 4 Tabulasi Data Responden**

No	Usia	Jenis Kelamin
1	28	P
2	32	L
3	26	P
4	26	P
5	30	L
6	26	L
7	30	P
8	30	P
9	27	P
10	25	P
11	26	L
12	27	L
13	28	L
14	28	L
15	29	P
16	27	P
17	26	P
18	31	L
19	31	P
20	30	P
21	25	P
22	26	L
23	33	L
24	35	P
25	34	L
26	32	P
27	32	P
28	31	P
29	28	P
30	28	L
31	27	P
32	28	P
33	30	P
34	33	P
35	30	P
36	30	L
37	29	P

38	29	P
39	28	P
40	31	L
41	29	L
42	33	P
43	26	P
44	26	P
45	28	P
46	27	L
47	28	L
48	30	L
49	32	P
50	28	L
51	28	P
52	26	P
53	26	P
54	28	P
55	27	L
56	31	P
57	31	P
58	31	L
59	27	P
60	27	P
61	28	P
61	31	P
63	30	L
64	30	P
65	29	L
<b>66</b>	29	P
<b>67</b>	27	P
<b>68</b>	28	L
<b>69</b>	31	P
<b>70</b>	30	P
<b>71</b>	30	P
<b>72</b>	29	L
<b>73</b>	29	L
<b>74</b>	31	L
<b>75</b>	31	P
<b>76</b>	28	L
<b>77</b>	28	P

78	29	P
79	31	L
80	28	P
81	26	P
82	31	L
83	29	P
84	30	P
85	28	P
86	35	P
87	35	L
88	31	L
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108	27	L
109	28	P
110	26	P
111	27	P
112	27	P
113	30	L
114	28	P
115	32	L
116	30	P
117	31	L

118	28	P
119	29	P
120	37	L
121	35	P
122	30	L
123	32	L
124	31	P
125	30	P
126	28	P
127	28	L
128	25	P
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143	32	L
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150	26	P
151	26	P
152	31	L
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154	34	L
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156	26	L
157	27	P

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163	25	L
164	35	P
165	26	P
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168	27	L
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185	37	L
186	32	L
187	26	P
188	28	P
189	30	P
190	28	L
191	31	L
192	34	P
193	26	L
194	27	L
195	32	L
196	34	P
197	36	P

<b>198</b>	25	P
<b>199</b>	27	P
<b>200</b>	28	P

No	Kinerja (Y)										Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
1	4	4	3	4	4	4	3	3	4	4	37
2	4	4	4	3	3	3	4	3	3	4	35
3	3	2	2	2	2	2	2	2	2	2	21
4	3	4	3	3	4	4	3	4	4	3	35
5	3	4	3	4	3	4	3	3	3	4	34
6	3	2	2	2	1	2	3	3	1	3	22
7	4	4	3	4	4	3	4	4	3	4	37
8	3	2	2	3	2	3	3	3	3	3	27
9	4	3	4	4	4	4	3	3	4	4	37
10	2	2	3	2	4	2	2	2	4	3	26
11	1	3	1	3	1	4	1	3	1	1	19
12	3	3	3	3	4	3	3	4	4	4	34
13	3	4	3	3	4	4	3	3	3	3	33
14	3	2	2	3	3	3	2	2	3	2	25
15	4	4	4	3	4	4	4	3	4	4	38
16	4	4	4	3	3	4	4	4	3	3	36
17	1	1	4	1	3	1	3	1	3	1	19
18	3	2	2	2	1	3	2	3	2	2	22
19	3	4	3	3	4	3	3	4	3	4	34
20	2	3	3	3	2	2	2	2	3	3	25
21	4	3	3	4	4	4	4	2	3	3	34
22	4	3	4	4	3	3	4	4	3	3	35
23	1	4	1	1	4	1	1	3	1	1	18
24	3	3	3	3	2	2	3	2	3	4	28
25	3	3	4	4	3	4	3	3	3	4	34
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<b>186</b>	2	4	2	4	5	2	4	4	4	4	35
<b>187</b>	4	4	4	4	4	5	4	2	2	2	35
<b>188</b>	4	2	4	2	4	4	4	4	4	4	36
<b>189</b>	5	4	4	4	3	4	2	4	4	5	39
<b>190</b>	2	3	4	4	4	4	4	4	4	2	35
<b>191</b>	4	5	2	5	4	2	4	2	4	4	36
<b>192</b>	3	2	4	2	5	4	4	4	4	4	36
<b>193</b>	5	4	4	4	4	4	5	3	4	4	41
<b>194</b>	2	4	4	4	2	4	2	5	2	5	34
<b>195</b>	4	4	2	4	2	5	2	2	4	2	31
<b>196</b>	4	4	4	4	4	4	4	4	4	4	40
<b>197</b>	4	2	4	2	4	4	4	4	4	4	36
<b>198</b>	4	4	4	4	5	2	4	4	2	4	37
<b>199</b>	2	4	5	4	2	4	2	4	4	4	35
<b>200</b>	4	4	4	4	5	4	5	2	4	2	38

**Lampiran 5 Output SPSS**

**Karakteristik Responden**

**USIA**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 30 TAHUN	139	69,5	69,5	69,5
	31 - 40 TAHUN	61	30,5	30,5	100,0
	Total	200	100,0	100,0	

**JENIS KELAMIN**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	L	75	37,5	37,5	37,5
	P	125	62,5	62,5	100,0
	Total	200	100,0	100,0	

**Uji Validitas**

**Kinerja**

**Correlations**

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTA L
P1	Pearson Correlation	1	,490*	,482*	,557*	,296	,531*	,737*	,439*	,254	,324	,683**
	Sig. (2-tailed)		,006	,007	,001	,113	,003	,000	,015	,176	,081	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	,490*	1	,527*	,474*	,584*	,632*	,584*	,485*	,467*	,501*	,800**
	Sig. (2-tailed)	,006		,003	,008	,001	,000	,001	,007	,009	,005	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	,482*	,527*	1	,582*	,577*	,392*	,610*	,378*	,567*	,625*	,794**
	Sig. (2-tailed)	,007	,003		,001	,001	,032	,000	,039	,001	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30

	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	,557*	,474*	,582*	1	,492*	,455*	,563*	,251	,517*	,632*	,758**
	Sig. (2-tailed)	,001	,008	,001		,006	,012	,001	,180	,003	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	,296	,584*	,577*	,492*	1	,521*	,418*	,290	,769*	,470*	,778**
	Sig. (2-tailed)	,113	,001	,001	,006		,003	,021	,119	,000	,009	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	,531*	,632*	,392*	,455*	,521*	1	,442*	,347	,392*	,163	,683**
	Sig. (2-tailed)	,003	,000	,032	,012	,003		,014	,060	,032	,390	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	,737*	,584*	,610*	,563*	,418*	,442*	1	,442*	,265	,565*	,760**
	Sig. (2-tailed)	,000	,001	,000	,001	,021	,014		,014	,157	,001	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	,439*	,485*	,378*	,251	,290	,347	,442*	1	,178	,312	,559**
	Sig. (2-tailed)	,015	,007	,039	,180	,119	,060	,014		,346	,093	,001
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	,254	,467*	,567*	,517*	,769*	,392*	,265	,178	1	,493*	,699**
	Sig. (2-tailed)	,176	,009	,001	,003	,000	,032	,157	,346		,006	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	,324	,501*	,625*	,632*	,470*	,163	,565*	,312	,493*	1	,699**
	Sig. (2-tailed)											

	Sig. (2-tailed)	,081	,005	,000	,000	,009	,390	,001	,093	,006		,000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	,683*	,800*	,794*	,758*	,778*	,683*	,760*	,559*	,699*	,699*	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,001	,000	,000	
	N	30	30	30	30	30	30	30	30	30	30	30

\*\* Correlation is significant at the 0.01 level (2-tailed).

\* Correlation is significant at the 0.05 level (2-tailed).

## Kompensasi

### Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
P1	Pearson Correlation	1	,683*	,495*	,318	,442*	-	-	,521*	,315	,728*	,747**
	Sig. (2-tailed)		,000	,005	,087	,014	,683	,852	,003	,090	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	,683*	1	,440*	,254	,448*	,021	,035	,646*	,416*	,845*	,804**
	Sig. (2-tailed)	,000		,015	,175	,013	,914	,853	,000	,022	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	,495*	,440*	1	,387*	,249	,125	,315	,293	,215	,503*	,647**
	Sig. (2-tailed)	,005	,015		,035	,185	,511	,090	,116	,255	,005	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	,318	,254	,387*	1	,211	,170	,120	,327	,217	,378*	,518**
	Sig. (2-tailed)	,087	,175	,035		,264	,369	,527	,078	,250	,040	,003
	N	30	30	30	30	30	30	30	30	30	30	30

	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	,442*	,448*	,249	,211	1	,057	-	,331	,206	,553*	,539**
	Sig. (2-tailed)	,014	,013	,185	,264		,765	,191	,074	,275	,002	,002
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	-,078	,021	,125	,170	,057	1	,371*	,155	,190	,126	,496
	Sig. (2-tailed)	,683	,914	,511	,369	,765		,043	,414	,315	,506	,112
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	-,036	,035	,315	,120	-,246	,371*	1	,315	,264	,051	,501
	Sig. (2-tailed)	,852	,853	,090	,527	,191	,043		,090	,159	,790	,106
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	,521*	,646*	,293	,327	,331	,155	,315	1	,661*	,625*	,785**
	Sig. (2-tailed)	,003	,000	,116	,078	,074	,414	,090		,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	,315	,416*	,215	,217	,206	,190	,264	,661*	1	,618*	,655**
	Sig. (2-tailed)	,090	,022	,255	,250	,275	,315	,159	,000		,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	,728*	,845*	,503*	,378*	,553*	,126	,051	,625*	,618*	1	,898**
	Sig. (2-tailed)	,000	,000	,005	,040	,002	,506	,790	,000	,000		,000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	,747*	,804*	,647*	,518*	,539*	,296	,301	,785*	,655*	,898*	1

Sig. (2-tailed)	,000	,000	,000	,003	,002	,112	,106	,000	,000	,000	
N	30	30	30	30	30	30	30	30	30	30	30

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

## Lingkungan Kerja

### Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
												L
P1	Pearson Correlation	1	,719*	,784*	,692*	,687*	,065	,143	,159	,098	-	,730**
	Sig. (2-tailed)		,000	,000	,000	,000	,735	,452	,400	,606	,893	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	,719*	1	,738*	,672*	,822*	,082	,026	,053	,184	-	,726**
	Sig. (2-tailed)	,000		,000	,000	,000	,665	,891	,779	,331	,987	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	,784*	,738*	1	,612*	,774*	,042	-,053	,176	,217	-	,716**
	Sig. (2-tailed)	,000	,000		,000	,000	,826	,782	,351	,250	,491	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	,692*	,672*	,612*	1	,731*	-,054	,060	,174	,115	-	,666**
	Sig. (2-tailed)	,000	,000	,000		,000	,776	,753	,358	,543	,674	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	,687*	,822*	,774*	,731*	1	,079	,025	,134	,223	-	,745**
	Sig. (2-tailed)	,000	,000	,000	,000		,679	,895	,481	,235	,628	,000
	N	30	30	30	30	30	30	30	30	30	30	30

	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	,065	,082	,042	-,054	,079	1	,704*	,178	,176	,274	,408*
	Sig. (2-tailed)	,735	,665	,826	,776	,679		,000	,347	,351	,143	,025
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	,143	,026	-,053	,060	,025	,704*	1	,297	,324	,415*	,480**
	Sig. (2-tailed)	,452	,891	,782	,753	,895	,000		,111	,080	,022	,007
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	,159	,053	,176	,174	,134	,178	,297	1	,757*	,426*	,562**
	Sig. (2-tailed)	,400	,779	,351	,358	,481	,347	,111		,000	,019	,001
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	,098	,184	,217	,115	,223	,176	,324	,757*	1	,366*	,578**
	Sig. (2-tailed)	,606	,331	,250	,543	,235	,351	,080	,000		,046	,001
	N	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	-,026	-,003	-,131	-,080	-,092	,274	,415*	,426*	,366*	1	,649
	Sig. (2-tailed)	,893	,987	,491	,674	,628	,143	,022	,019	,046		,059
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	,730*	,726*	,716*	,666*	,745*	,408*	,480*	,562*	,578*	,349	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,025	,007	,001	,001	,059	
	N	30	30	30	30	30	30	30	30	30	30	30

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).



## Komitmen Organisasi

### Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
												L
P1	Pearson Correlation	1	,738*	,610*	,471*	,501*	,511*	,468*	,339	,186	-,012	,757**
	Sig. (2-tailed)		,000	,000	,009	,005	,004	,009	,067	,325	,948	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	,738*	1	,635*	,548*	,712*	,327	,202	,146	,207	-,019	,721**
	Sig. (2-tailed)	,000		,000	,002	,000	,078	,284	,441	,272	,921	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	,610*	,635*	1	,564*	,711*	,252	,068	,167	,388*	,043	,717**
	Sig. (2-tailed)	,000	,000		,001	,000	,180	,722	,378	,034	,821	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	,471*	,548*	,564*	1	,677*	,024	,128	,084	,182	,158	,623**
	Sig. (2-tailed)	,009	,002	,001		,000	,899	,502	,658	,336	,404	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	,501*	,712*	,711*	,677*	1	,251	,140	,160	,290	,000	,719**
	Sig. (2-tailed)	,005	,000	,000	,000		,181	,462	,397	,121	1,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	,511*	,327	,252	,024	,251	1	,718*	,393*	,213	,094	,579**
	Sig. (2-tailed)	,004	,078	,180	,899	,181		,000	,031	,259	,620	,001
	N	30	30	30	30	30	30	30	30	30	30	30

	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	,468*	,202	,068	,128	,140	,718*	1	,443*	,189	,315	,563**
	Sig. (2-tailed)	,009	,284	,722	,502	,462	,000		,014	,316	,090	,001
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	,339	,146	,167	,084	,160	,393*	,443*	1	,608*	,630*	,613**
	Sig. (2-tailed)	,067	,441	,378	,658	,397	,031	,014		,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	,186	,207	,388*	,182	,290	,213	,189	,608*	1	,662*	,607**
	Sig. (2-tailed)	,325	,272	,034	,336	,121	,259	,316	,000		,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	-,012	-,019	,043	,158	,000	,094	,315	,630*	,662*	1	,442*
	Sig. (2-tailed)	,948	,921	,821	,404	1,000	,620	,090	,000	,000		,015
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	,757*	,721*	,717*	,623*	,719*	,579*	,563*	,613*	,607*	,442*	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,001	,001	,000	,000	,015	
	N	30	30	30	30	30	30	30	30	30	30	30

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

## Uji Reliabilitas

### Kinerja

#### Reliability Statistics

Cronbach's Alpha	N of Items
,896	10

### Kompensasi

#### Reliability Statistics

Cronbach's Alpha	N of Items
,837	10

### Lingkungan Kerja

#### Reliability Statistics

Cronbach's Alpha	N of Items
,797	10

### Komitmen Organisasi

#### Reliability Statistics

Cronbach's Alpha	N of Items
,832	10

## Uji Normalitas

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		200
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	4,44162540
Most Extreme Differences	Absolute	,113
	Positive	,054
	Negative	-,113
Test Statistic		,113
Asymp. Sig. (2-tailed)		,615 <sup>c</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

## Uji Parsial (Uji t)

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	32,045	1,841		17,402	,000
	KOMPENSASI	,141	,056	,177	2,532	,012

a. Dependent Variable: KOMITMEN ORGANISASI

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	30,386	2,222		13,674	,000
	LINGKUNGAN KERJA	,184	,065	,198	2,843	,005

a. Dependent Variable: KOMITMEN ORGANISASI

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	17,744	2,299		7,718	,000
	KOMPENSASI	,451	,069	,420	6,505	,000

a. Dependent Variable: KINERJA

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	17,134	2,864		5,983	,000
	LINGKUNGAN KERJA	,452	,083	,359	5,419	,000

a. Dependent Variable: KINERJA

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	21,607	3,458		6,248	,000
	KOMITMEN ORGANISASI	,298	,094	,220	3,180	,002

a. Dependent Variable: KINERJA

## Uji Path Analysis

### Jalur Model I

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,479 <sup>a</sup>	,229	,222	4,503

a. Predictors: (Constant), LINGKUNGAN KERJA, KOMPENSASI

b. Dependent Variable: KINERJA

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,158	3,032		3,350	,001
	KOMPENSASI	,362	,071	,336	5,060	,000
	LINGKUNGAN KERJA	,308	,084	,245	3,690	,000

a. Dependent Variable: KINERJA

### Jalur Model II

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,263 <sup>a</sup>	,069	,055	3,665

a. Predictors: (Constant), KINERJA, LINGKUNGAN KERJA, KOMPENSASI

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27,390	2,537		10,794	,000
	KOMPENSASI	,060	,062	,075	,966	,335
	LINGKUNGAN KERJA	,112	,070	,120	1,587	,114
	KINERJA	,108	,058	,146	1,856	,065

a. Dependent Variable: KOMITMEN ORGANISASI

## Frekuensi Jawaban

### KINERJA (Y)

#### P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR	18	9,0	9,0	9,0
	S	110	55,0	55,0	64,0
	SS	72	36,0	36,0	100,0
	Total	200	100,0	100,0	

#### P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR	20	10,0	10,0	10,0
	S	89	44,5	44,5	54,5
	SS	91	45,5	45,5	100,0
	Total	200	100,0	100,0	

#### P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1,5	1,5	1,5
	RR	26	13,0	13,0	14,5
	S	95	47,5	47,5	62,0
	SS	76	38,0	38,0	100,0
	Total	200	100,0	100,0	

#### P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	,5	,5	,5
	RR	21	10,5	10,5	11,0
	S	93	46,5	46,5	57,5
	SS	85	42,5	42,5	100,0
	Total	200	100,0	100,0	



**P5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2,0	2,0	2,0
	RR	29	14,5	14,5	16,5
	S	76	38,0	38,0	54,5
	SS	91	45,5	45,5	100,0
	Total	200	100,0	100,0	

**P6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	,5	,5	,5
	RR	33	16,5	16,5	17,0
	S	74	37,0	37,0	54,0
	SS	92	46,0	46,0	100,0
	Total	200	100,0	100,0	

**P7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR	33	16,5	16,5	16,5
	S	94	47,0	47,0	63,5
	SS	73	36,5	36,5	100,0
	Total	200	100,0	100,0	

**P8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	3,5	3,5	3,5
	RR	31	15,5	15,5	19,0
	S	77	38,5	38,5	57,5
	SS	85	42,5	42,5	100,0
	Total	200	100,0	100,0	

**P9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	,5	,5	,5
	RR	27	13,5	13,5	14,0
	S	94	47,0	47,0	61,0
	SS	78	39,0	39,0	100,0
	Total	200	100,0	100,0	

**P10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1,0	1,0	1,0
	RR	29	14,5	14,5	15,5
	S	98	49,0	49,0	64,5
	SS	71	35,5	35,5	100,0
	Total	200	100,0	100,0	

**KOMPENSASI X1****P1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	2,5	2,5	2,5
	TS	42	21,0	21,0	23,5
	RR	92	46,0	46,0	69,5
	S	55	27,5	27,5	97,0
	SS	6	3,0	3,0	100,0
	Total	200	100,0	100,0	

**P2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	25	12,5	12,5	12,5
	RR	83	41,5	41,5	54,0
	S	86	43,0	43,0	97,0
	SS	6	3,0	3,0	100,0
	Total	200	100,0	100,0	

**P3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	2,5	2,5	2,5
	TS	31	15,5	15,5	18,0
	RR	94	47,0	47,0	65,0
	S	69	34,5	34,5	99,5
	SS	1	,5	,5	100,0
	Total	200	100,0	100,0	

**P4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	2,5	2,5	2,5
	TS	33	16,5	16,5	19,0
	RR	118	59,0	59,0	78,0
	S	43	21,5	21,5	99,5
	SS	1	,5	,5	100,0
	Total	200	100,0	100,0	

**P5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	41	20,5	20,5	20,5
	RR	101	50,5	50,5	71,0
	S	58	29,0	29,0	100,0
	Total	200	100,0	100,0	

**P6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1,0	1,0	1,0
	TS	31	15,5	15,5	16,5
	RR	85	42,5	42,5	59,0
	S	82	41,0	41,0	100,0
	Total	200	100,0	100,0	

**P7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	2,0	2,0	2,0
	TS	31	15,5	15,5	17,5
	RR	82	41,0	41,0	58,5
	S	83	41,5	41,5	100,0
	Total	200	100,0	100,0	

**P8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	2,0	2,0	2,0
	TS	29	14,5	14,5	16,5
	RR	57	28,5	28,5	45,0
	S	107	53,5	53,5	98,5
	SS	3	1,5	1,5	100,0
	Total	200	100,0	100,0	

**P9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1,0	1,0	1,0
	TS	20	10,0	10,0	11,0
	RR	55	27,5	27,5	38,5
	S	118	59,0	59,0	97,5
	SS	5	2,5	2,5	100,0
	Total	200	100,0	100,0	

**P10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1,0	1,0	1,0
	TS	23	11,5	11,5	12,5
	RR	29	14,5	14,5	27,0
	S	108	54,0	54,0	81,0
	SS	38	19,0	19,0	100,0
	Total	200	100,0	100,0	

## LINGKUNGAN KERJA (X2)

### P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	1,5	1,5	1,5
	TS	32	16,0	16,0	17,5
	RR	50	25,0	25,0	42,5
	S	114	57,0	57,0	99,5
	SS	1	,5	,5	100,0
	Total	200	100,0	100,0	

### P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	2,0	2,0	2,0
	TS	29	14,5	14,5	16,5
	RR	57	28,5	28,5	45,0
	S	109	54,5	54,5	99,5
	SS	1	,5	,5	100,0
	Total	200	100,0	100,0	

### P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	2,5	2,5	2,5
	TS	30	15,0	15,0	17,5
	RR	44	22,0	22,0	39,5
	S	109	54,5	54,5	94,0
	SS	12	6,0	6,0	100,0
	Total	200	100,0	100,0	

### P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	2,0	2,0	2,0
	TS	38	19,0	19,0	21,0
	RR	40	20,0	20,0	41,0
	S	110	55,0	55,0	96,0
	SS	8	4,0	4,0	100,0
	Total	200	100,0	100,0	

**P5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	1,5	1,5	1,5
	TS	30	15,0	15,0	16,5
	RR	56	28,0	28,0	44,5
	S	105	52,5	52,5	97,0
	SS	6	3,0	3,0	100,0
	Total	200	100,0	100,0	

**P6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	1,5	1,5	1,5
	TS	29	14,5	14,5	16,0
	RR	55	27,5	27,5	43,5
	S	108	54,0	54,0	97,5
	SS	5	2,5	2,5	100,0
	Total	200	100,0	100,0	

**P7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	8	4,0	4,0	4,0
	TS	27	13,5	13,5	17,5
	RR	48	24,0	24,0	41,5
	S	113	56,5	56,5	98,0
	SS	4	2,0	2,0	100,0
	Total	200	100,0	100,0	

**P8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	1,5	1,5	1,5
	TS	37	18,5	18,5	20,0
	RR	35	17,5	17,5	37,5
	S	112	56,0	56,0	93,5
	SS	13	6,5	6,5	100,0
	Total	200	100,0	100,0	

**P9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	2,0	2,0	2,0
	TS	35	17,5	17,5	19,5
	RR	47	23,5	23,5	43,0
	S	104	52,0	52,0	95,0
	SS	10	5,0	5,0	100,0
	Total	200	100,0	100,0	

**P10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	2,0	2,0	2,0
	TS	31	15,5	15,5	17,5
	RR	55	27,5	27,5	45,0
	S	103	51,5	51,5	96,5
	SS	7	3,5	3,5	100,0
	Total	200	100,0	100,0	

**KOMITMEN ORGANISASI (Z)****P1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	,5	,5	,5
	TS	32	16,0	16,0	16,5
	RR	22	11,0	11,0	27,5
	S	130	65,0	65,0	92,5
	SS	15	7,5	7,5	100,0
	Total	200	100,0	100,0	



**P2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	,5	,5	,5
	TS	37	18,5	18,5	19,0
	RR	12	6,0	6,0	25,0
	S	134	67,0	67,0	92,0
	SS	16	8,0	8,0	100,0
	Total	200	100,0	100,0	

**P3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	,5	,5	,5
	TS	36	18,0	18,0	18,5
	RR	13	6,5	6,5	25,0
	S	131	65,5	65,5	90,5
	SS	19	9,5	9,5	100,0
	Total	200	100,0	100,0	

**P4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	,5	,5	,5
	TS	33	16,5	16,5	17,0
	RR	16	8,0	8,0	25,0
	S	126	63,0	63,0	88,0
	SS	24	12,0	12,0	100,0
	Total	200	100,0	100,0	

**P5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	37	18,5	18,5	18,5
	RR	18	9,0	9,0	27,5
	S	130	65,0	65,0	92,5
	SS	15	7,5	7,5	100,0
	Total	200	100,0	100,0	

**P6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	,5	,5	,5
	TS	35	17,5	17,5	18,0
	RR	18	9,0	9,0	27,0
	S	119	59,5	59,5	86,5
	SS	27	13,5	13,5	100,0
	Total	200	100,0	100,0	

**P7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	,5	,5	,5
	TS	36	18,0	18,0	18,5
	RR	10	5,0	5,0	23,5
	S	134	67,0	67,0	90,5
	SS	19	9,5	9,5	100,0
	Total	200	100,0	100,0	

**P8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	33	16,5	16,5	16,5
	RR	17	8,5	8,5	25,0
	S	131	65,5	65,5	90,5
	SS	19	9,5	9,5	100,0
	Total	200	100,0	100,0	

**P9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	31	15,5	15,5	15,5
	RR	14	7,0	7,0	22,5
	S	134	67,0	67,0	89,5
	SS	21	10,5	10,5	100,0
	Total	200	100,0	100,0	

**P10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	34	17,0	17,0	17,0
	RR	15	7,5	7,5	24,5
	S	133	66,5	66,5	91,0
	SS	18	9,0	9,0	100,0
	Total	200	100,0	100,0	

### Uji Multivariat

#### Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	,773	2	,014
	Block	,773	2	,014
	Model	,773	2	,014

#### Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	30,380 <sup>a</sup>	,524	,715

a. Estimation terminated at iteration number 20 because maximum iterations has been reached.

Final solution cannot be found.

**Lampiran 6 Dokumentasi Penelitian**

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